



Defense Acquisition Workforce Key Information

Program Management
As of FY16Q1 (31 December 2015)



Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at <http://www.hci.mil>
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**



Slide Index



Slide Title	#
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q1	8
President's FY17 Budget PB23 Projection FYDP Size Projections	9-11
DAWIA Certification by Component	12
Historical DAWIA Certification	13
DAWIA Certification Matrix + Bench Strength	14
Demographics	15-17
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	19-27
End	28



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Program Management	FY 2008				FY2016Q1			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	12,082	4,487	16,569	156,457
Change in size from 2008	-	-	-	-	50%	-5%	30%	24%
Civilian/Military Composition	63%	37%	-	88% / 12%	73%	27%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	83%	96%	87%	84%
Graduate Degree	37%	62%	46%	29%	50%	74%	56%	39%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	87%	84%	86%	85%
Level II or Higher Achieved	62%	61%	61%	61%	77%	64%	74%	74%
Level III Achieved	46%	31%	40%	36%	51%	38%	48%	43%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	75%	64%	72%	76%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	20%	32%	23%	21%
Does Not Meet Certification Requirement	19%	8%	15%	14%	5%	4%	4%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	24%	61%	62%	53%	4%	39%	40%
Average Age	49.8	39.0	45.8	45.7	49.1	38.3	46.2	45.3
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	14/26/59(%)	-	-	26/24/50(%)
Average Years of Service	19.0	15.5	17.7	17.3	15.5	15.9	15.6	15.2
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	1,990(16%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,719(22%)	-	-	26,095(18%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,867/1,338	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q1 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights (FY16Q1)

- The current Program Management Defense Acquisition Workforce count is 16,569, up from 12,781 in FY08, a total increase of 3,788
- The Program Management Defense Acquisition Workforce count was at its highest point (16,585) in FY15, and its lowest point (12,282) in FY05
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 2,282 (55%), 1,246 (30%), and 211 (155%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and WHS, with decreases of 427 (-1%), 4 (-80%), and 3 (-33%), respectively.

Defense Acquisition Workforce DAWIA Certification Highlights (FY16Q1)

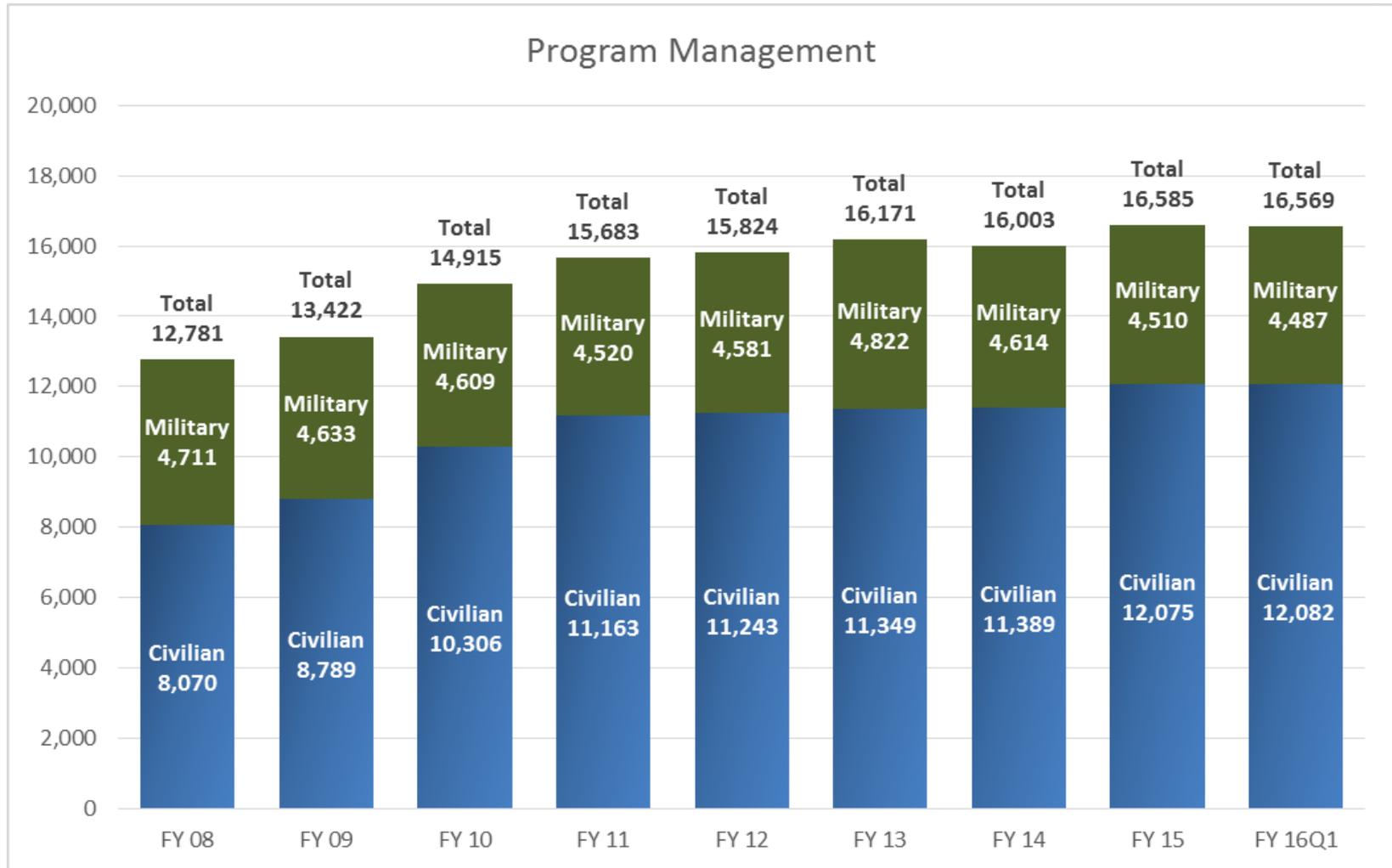
- The current Program Management Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 72.4%; up from 55.2% in FY08
- The current Program Management Meets/Exceeds certification rate is up 17.2% from FY08
- The current Program Management Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.2%; down from 30.3% in FY08
- The current Program Management Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.4%; down from 14.5% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights (FY15Q4)

- Senior Career Group 59.4% (7,168) (10 years or less to retirement eligibility or retirement eligible)
- 16.5% (1,990) are currently eligible to retire, ↓ from 18.2% in FY08
- Mid Career Group 26.3% (3,175) (11 to 20 years to retirement), 25.8% in FY08
- Early Career Group 14.2% (1,717) (21 to 25+ years to retirement), ↑ from 7.9% in FY08

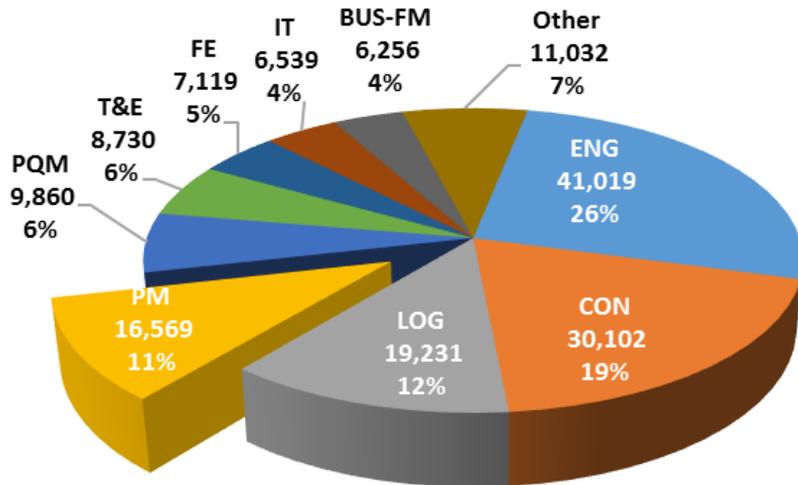


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category FY16Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities Engineering	1,514	5,353	186	66	7,119	4.6%
Information Technology	1,690	2,863	1,158	828	6,539	4.2%
Life Cycle Logistics	7,191	6,214	3,017	2,809	19,231	12.3%
Production, Quality and Man	1,399	2,850	378	5,233	9,860	6.3%
Program Management	3,263	6,367	5,351	1,588	16,569	10.6%
Property	47	63	13	257	380	0.2%
Purchasing	286	489	74	526	1,375	0.9%
S&T Manager	423	492	2,537	131	3,583	2.3%
Test and Evaluation	1,934	3,370	3,052	374	8,730	5.6%
Unknown/Other	10	1	31	30	72	0.05%
FY16Q1 Totals (as of 12-31-2015)	36,798	58,041	35,335	26,283	156,457	
Component %	23.5%	37.1%	22.6%	16.8%		



Program Management Workforce Historical Size by Agency FY05 – FY16Q1



Program Management	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	3,783	4,473	4,117	3,690	3,452	3,438	3,491	3,336	3,378	3,263	3,281	3,263	-12%	-1%
DoN	3,550	3,627	3,699	4,085	4,598	5,258	5,601	5,793	5,939	5,949	6,335	6,367	56%	1%
AIR FORCE	4,439	3,958	3,936	4,105	4,461	5,026	5,361	5,357	5,438	5,242	5,366	5,351	30%	0%
DCMA	254	267	293	309	334	342	337	341	386	388	393	381	23%	-3%
DLA	15	6	76	16	7	10	10	40	55	88	113	121	656%	7%
DCAA	-	-	-	-	1	1	1	1	1	-	-	-		
MDA	85	98	103	136	150	253	287	304	341	339	349	347	155%	-1%
DISA	26	70	96	122	81	134	151	146	154	242	231	228	87%	-1%
DHA	2	11	3	26	31	78	119	93	90	91	74	70	169%	-5%
DTRA	10	77	67	79	75	89	108	131	132	133	138	136	72%	-1%
DAU	75	92	-	91	125	148	149	168	138	139	165	165	81%	0%
OSD	31	28	16	42	30	42	53	68	66	70	79	78	86%	-1%
JCS	-	1	-	1	1	-	1	36	38	32	29	28	2700%	-3%
DeCA	1	1	1	1	1	1	1	1	2	5	4	4	300%	0%
WHS	7	6	2	5	1	1	1	1	-	-	1	1	-80%	0%
DFAS	2	59	-	1	-	-	-	-	-	1	1	5	400%	400%
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	1	1	-	-	-	-	-	-		
DoD HRA	-	-	4	10	-	-	1	1	1	1	1	3	-70%	200%
TRMC	-	-	-	-	-	-	-	-	-	1	1	1		0%
DSCA	-	-	5	5	1	2	1	-	2	3	3	-	-100%	-100%
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	3	7	12	16	16		0%
DARPA	-	-	2	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	6	-	2	4	4	3	4	5	4	-33%	-20%
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	5	4	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	2	1	6	50	69	84	2	-	-	-	-	-		
TOTAL	12,282	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,003	16,585	16,569	29.6%	-0.1%





President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
	Career Field	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15
Engineering	40,829	41,655	41,446	41,126	41,046	41,078	41,053	224	0.5%
Contracting	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%
Life Cycle Logistics	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%
Program Management	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%
Production, Quality & Manufacturing	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%
Test and Evaluation	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%
Business, Cost Estimating, Financial Management	7,545	7,667	7,552	7,399	7,360	7,356	7,349	(196)	-2.6%
Facilities Engineering	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%
Information Technology	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%
Auditing	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
SPRDE - S&T Manager	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%
Purchasing	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
Industrial and Contract Property Management	368	407	400	397	397	397	397	29	7.9%
Grand Total	153,417	155,971	154,871	153,534	153,211	153,122	153,032	-385	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections

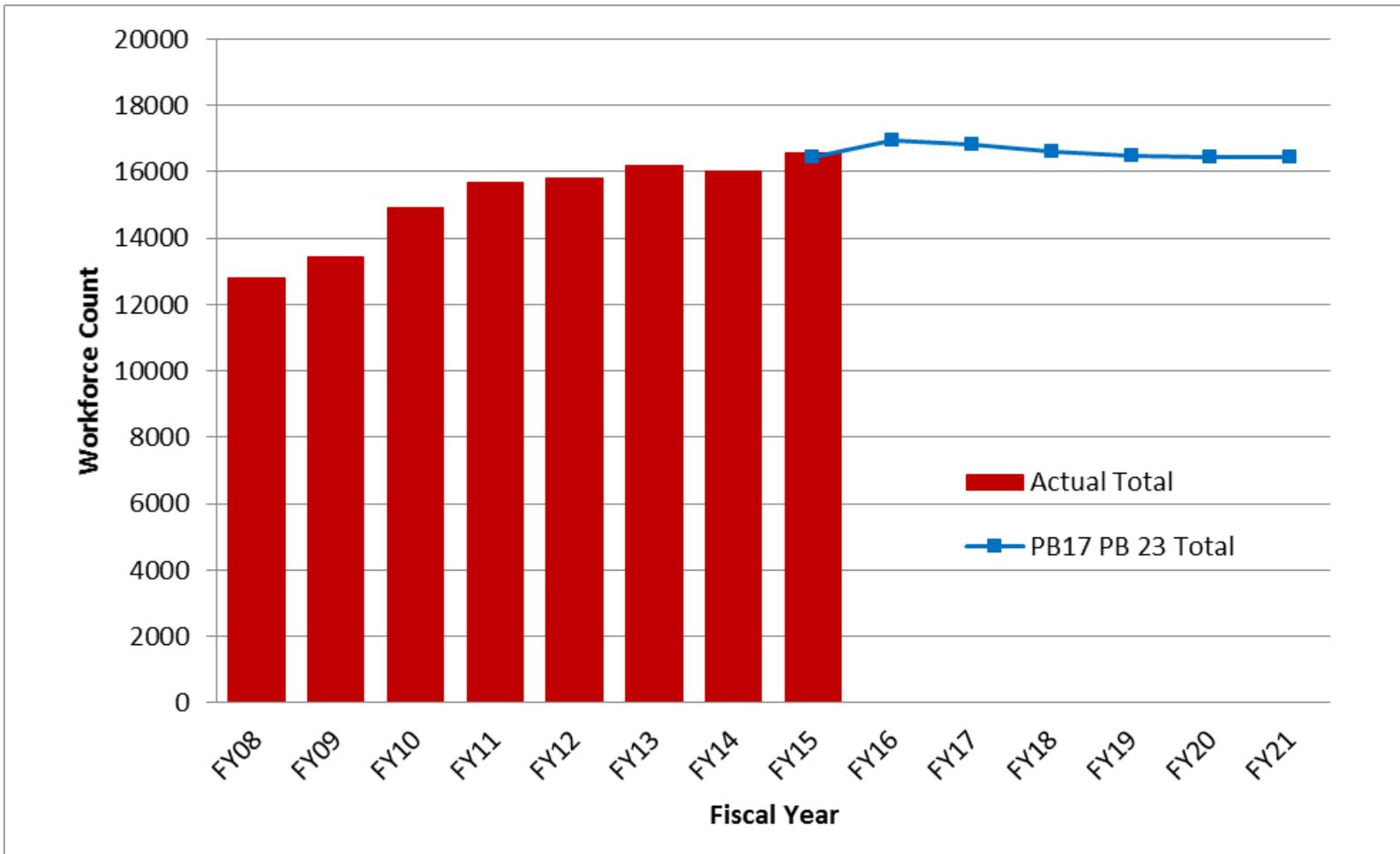


Program Management Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	2397	2388	2410	2395	2395	2395	2395	(2)	-0.1%
DAU	Civilian FTE	158	150	150	150	150	150	150	(8)	-5.1%
DCMA	Civilian FTE	382	346	346	315	315	315	315	(67)	-17.5%
DECA	Civilian FTE	6	7	7	7	7	7	7	1	16.7%
DHA	Civilian FTE	91	91	91	91	91	91	91	0	0.0%
DISA	Civilian FTE	285	311	316	321	326	331	331	46	16.1%
DLA	Civilian FTE	12	20	20	20	20	20	20	8	66.7%
DTRA	Civilian FTE	143	142	142	144	144	144	144	1	0.7%
JCS	Civilian FTE	49	29	29	29	29	29	29	(20)	-40.8%
MDA	Civilian FTE	406	375	347	333	336	340	340	(66)	-16.3%
NAVY	Civilian FTE	4,504	4,604	4,622	4,519	4,422	4,422	4,422	(82)	-1.8%
SOCOM	Civilian FTE	123	123	123	123	123	123	123	0	0.0%
USAF	Civilian FTE	3,027	3,004	2,932	2,890	2,845	2,820	2,801	(226)	-7.5%
USMC	Civilian FTE	438	437	437	437	437	437	437	(1)	-0.2%
ARMY	Military ES	875	967	949	949	949	949	949	74	8.5%
NAVY	Military ES	849	847	841	840	837	837	837	(12)	-1.4%
USAF	Military ES	2,342	2,728	2,726	2,725	2,716	2,716	2,714	372	15.9%
USMC	Military ES	376	361	337	337	337	337	337	(39)	-10.4%
	Civilian FTE Total	12,021	12,027	11,972	11,774	11,640	11,624	11,605	(416)	-3.5%
	Military ES Total	4,442	4,903	4,853	4,851	4,839	4,839	4,837	395	8.9%
	PM Total	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%

Data Source: OSD CAPE SNAP Database;



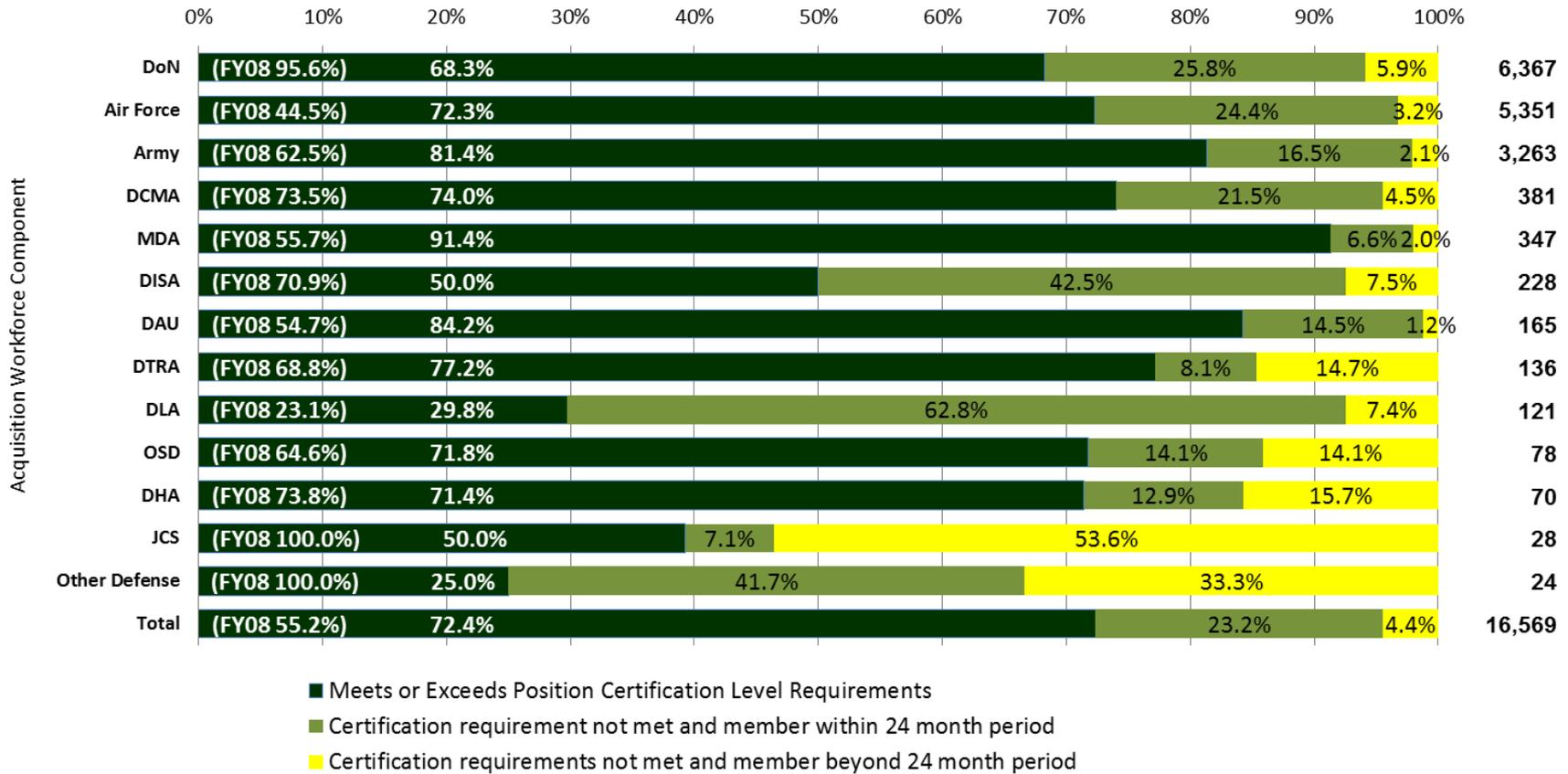
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Program Management DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Program Management (FY16Q1)

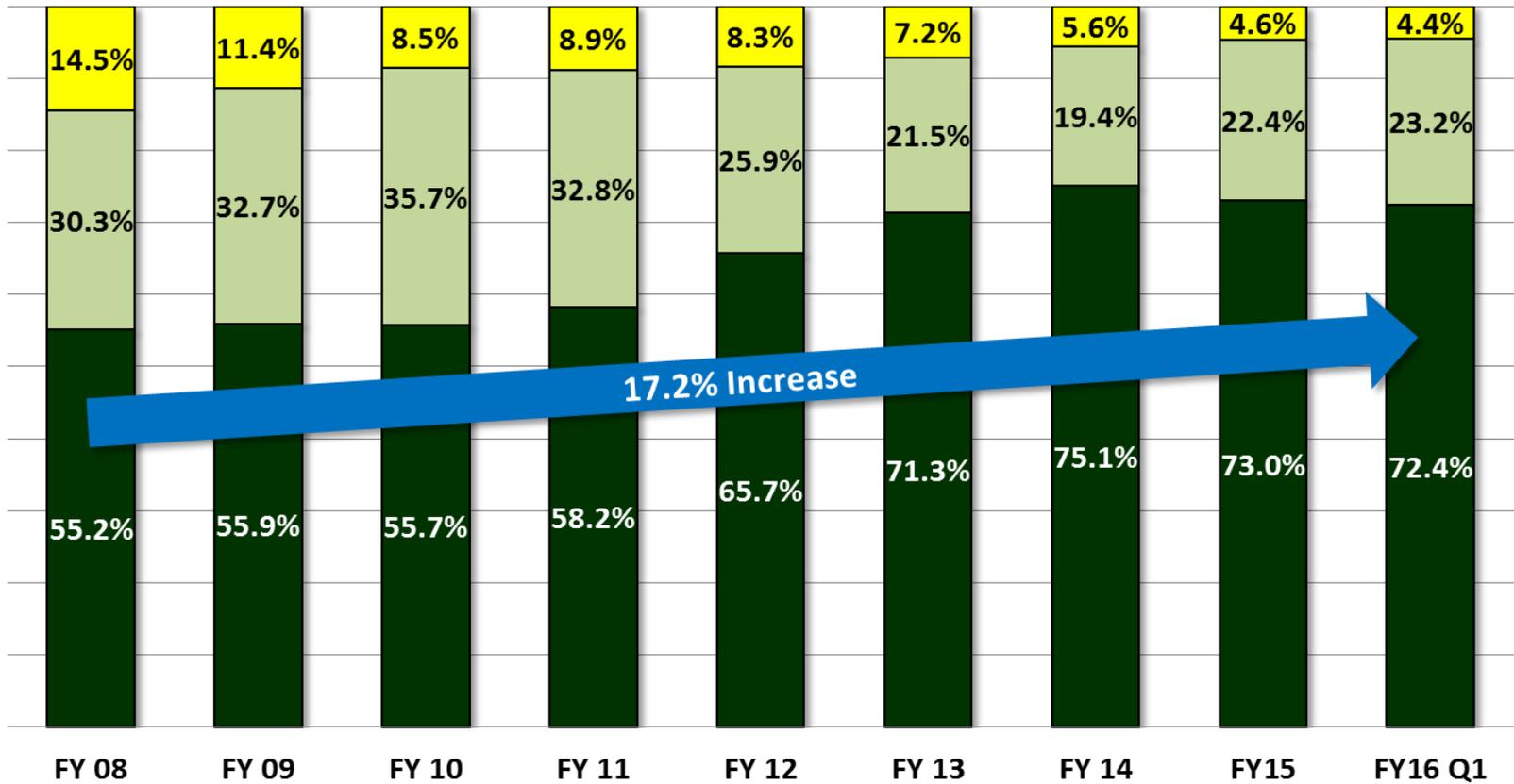




Program Management Historical DAWIA Certification FY08 – FY16Q1



Program Management



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



Program Management DAWIA Certification Matrix + Bench Strength



Program Management	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	530	490	225	54	1,299	59.2%
Level II	1,081	1,053	3,386	1,151	6,671	68.0%
Level III	669	517	706	6,678	8,570	77.9%
Unspecified	4	6	12	7	29	
FY16Q1 TOTAL	2,284	2,066	4,329	7,890	16,569	72.4%
	13.8%	12.5%	26.1%	47.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,103	12.9%	
Army	5,117	13.9%	
DoN	6,852	11.8%	
Air Force	6,411	18.2%	
4th Estate	1,723	6.6%	
Program M	1,430	8.6%	9 of 13

** Based on population total without unspecified positions

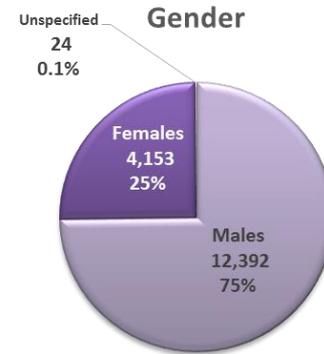
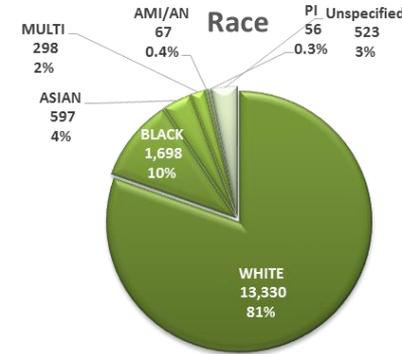
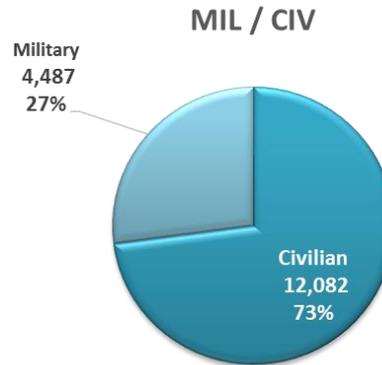
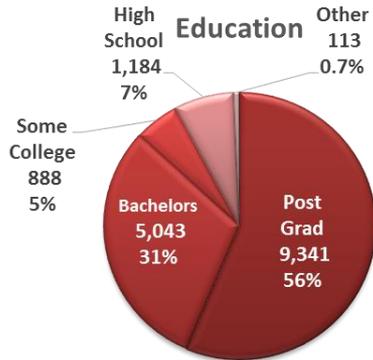
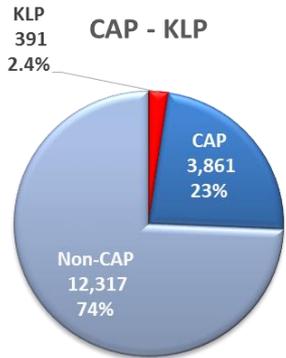
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	769	512	18	1,299	7.8%
Level II	4,537	1,903	231	6,671	40.3%
Level III	6,678	1,407	485	8,570	51.7%
Unspecified	7	20	2	29	0.2%
Program Management TOTAL	11,991	3,842	736	16,569	
	72.4%	23.2%	4.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Program Management Demographics



Occupied Position Type	PM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	391 2.4%	1,045 0.7%
Critical Acquisition Positions (CAPs) *	3,861 23.3%	15,648 10.0%
Non-CAP Positions	12,317 74.3%	139,764 89.3%
TOTAL	16,569	156,457

* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	PM TOTAL	Entire DAW
Post Grad	9,341 56.4%	61,677 39.4%
Bachelors	5,043 30.4%	69,639 44.5%
Some College	888 5.4%	11,962 7.6%
High School	1,184 7.1%	12,560 8.0%
Other	113 0.7%	619 0.4%
TOTAL	16,569	156,457

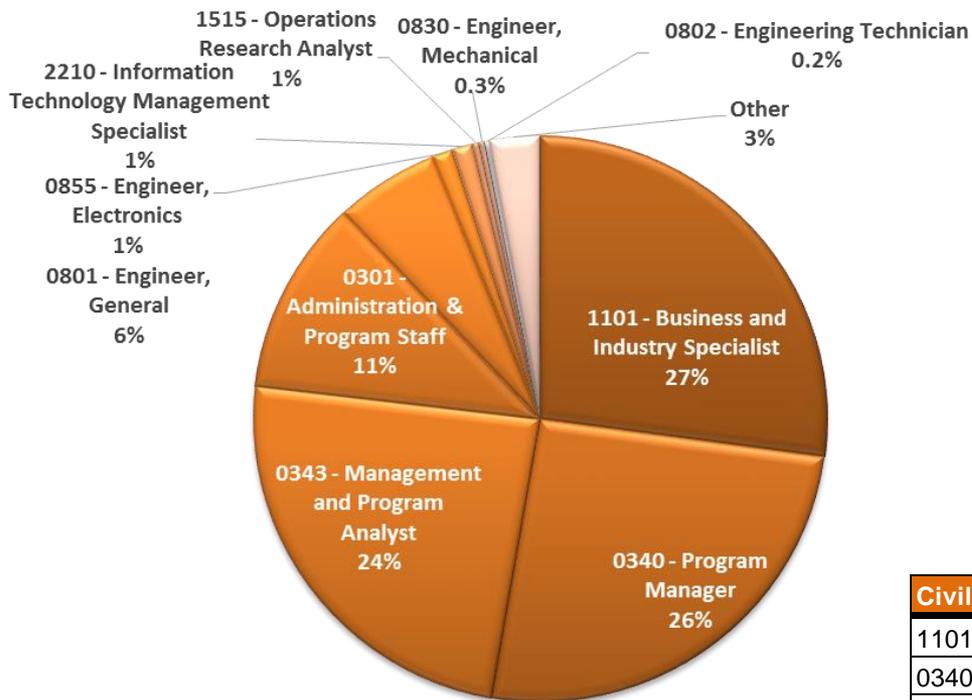
Military / Civilian	PM TOTAL	Entire DAW
Civilian	12,082 72.9%	141,089 90.2%
Military	4,487 27.1%	15,368 9.8%
TOTAL	16,569	156,457

Race	PM TOTAL	Entire DAW
WHITE	13,330 80.5%	117,200 74.9%
BLACK	1,698 10.2%	18,728 12.0%
ASIAN	597 3.6%	10,191 6.5%
MULTI	298 1.8%	3,378 2.2%
AMI/AN	67 0.4%	858 0.5%
PI	56 0.3%	744 0.5%
Unspecified	523 3.2%	5,358 3.4%
TOTAL	16,569	156,457

Gender	PM TOTAL	Entire DAW
Males	12,392 74.8%	110,589 70.7%
Females	4,153 25.1%	45,715 29.2%
Unspecified	24 0.1%	153 0.1%
TOTAL	16,569	156,457



Program Management Size by Occupational Series

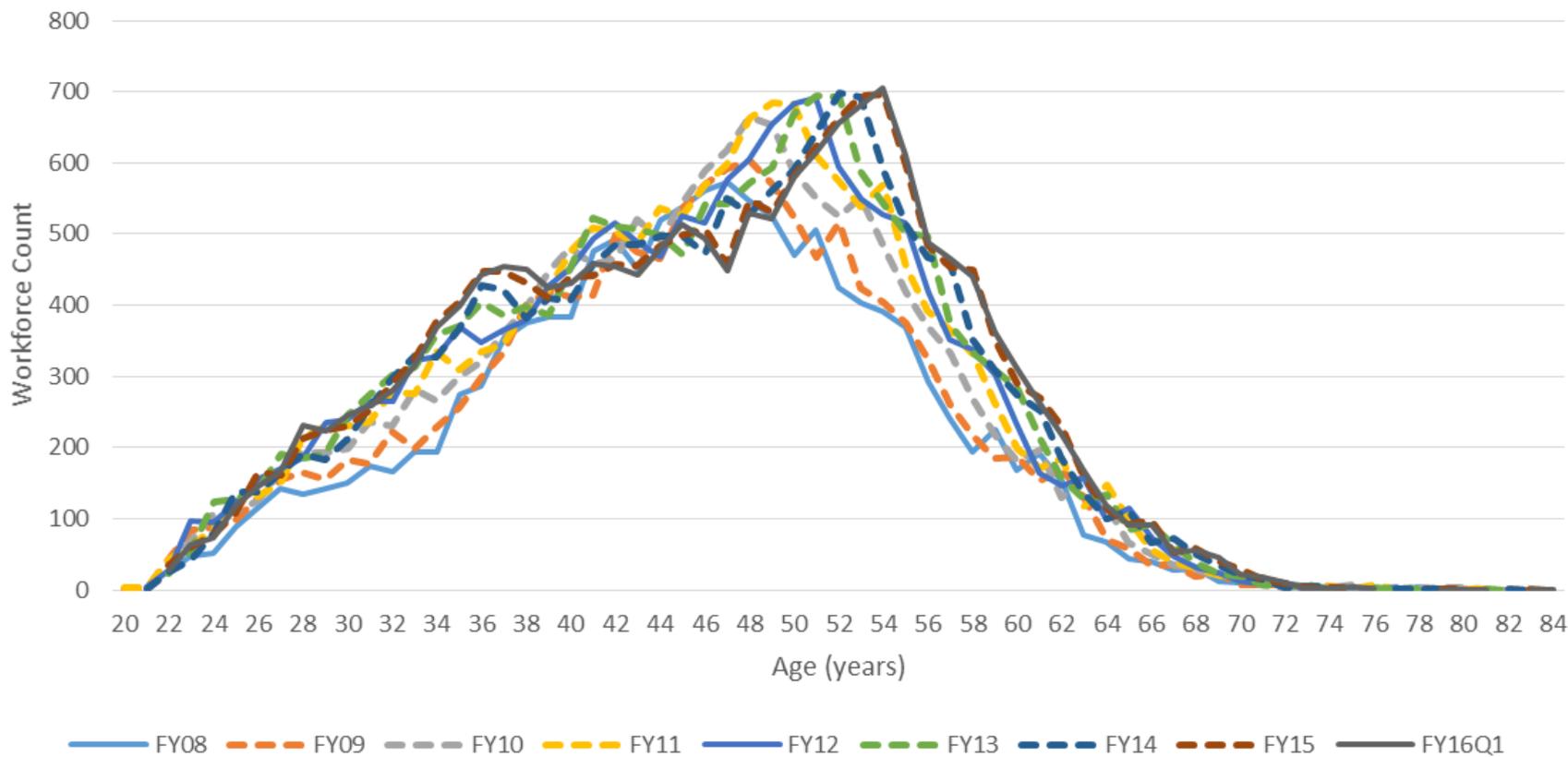


Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,278	27.1%
0340 - Program Manager	3,093	25.6%
0343 - Management and Program Analyst	2,915	24.1%
0301 - Administration & Program Staff	1,344	11.12%
0801 - Engineer, General	713	5.90%
0855 - Engineer, Electronics	141	1.17%
2210 - Information Technology Management Specialist	140	1.16%
1515 - Operations Research Analyst	47	0.39%
0830 - Engineer, Mechanical	37	0.31%
0802 - Engineering Technician	26	0.22%
Other	348	2.88%
TOTAL CIVILIAN	12,082	Civilians



Age Demographics

Program Management Age Demographics





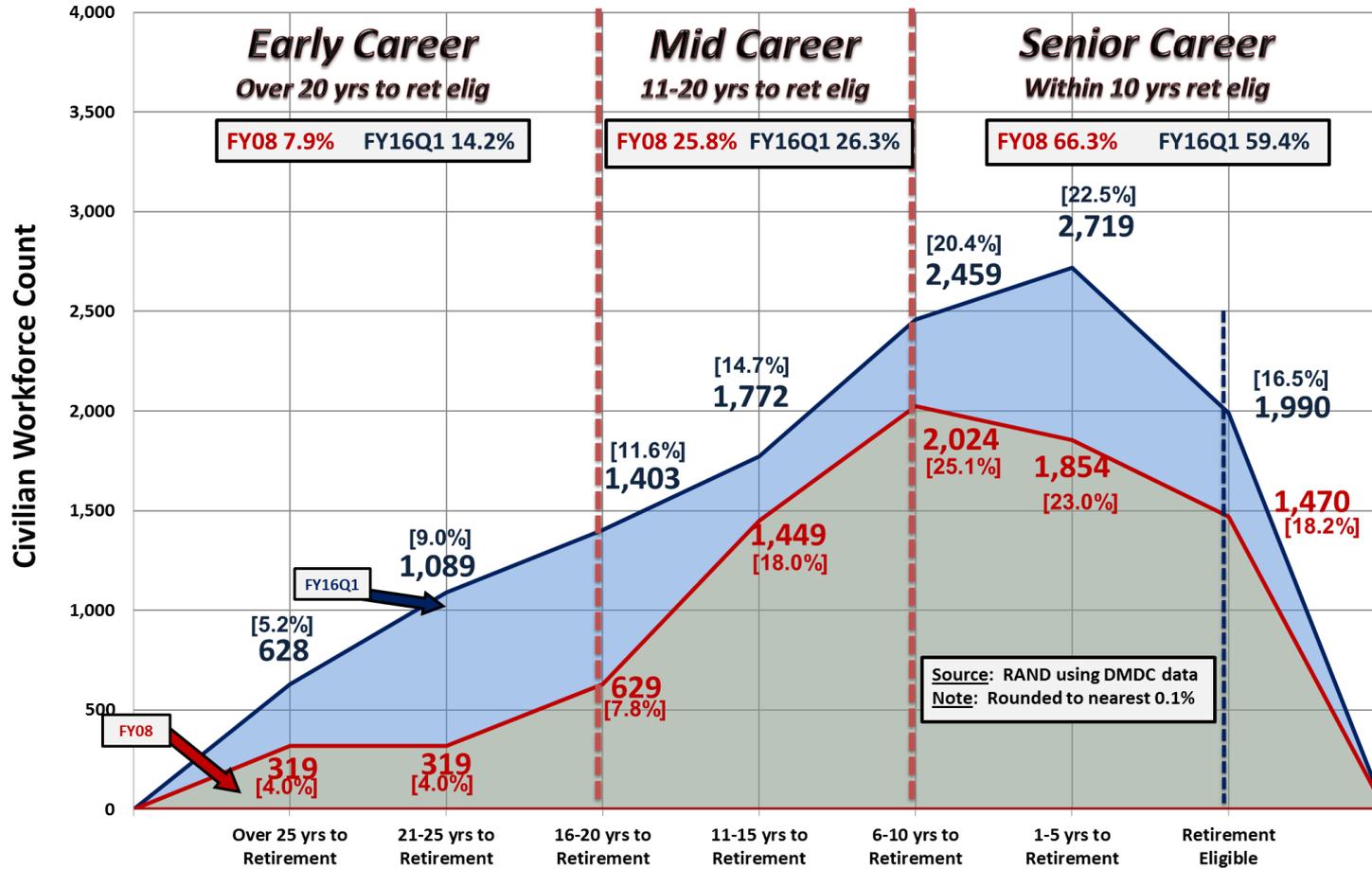
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Program Management Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



Program Mgmt. DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs End-FY16Q1



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

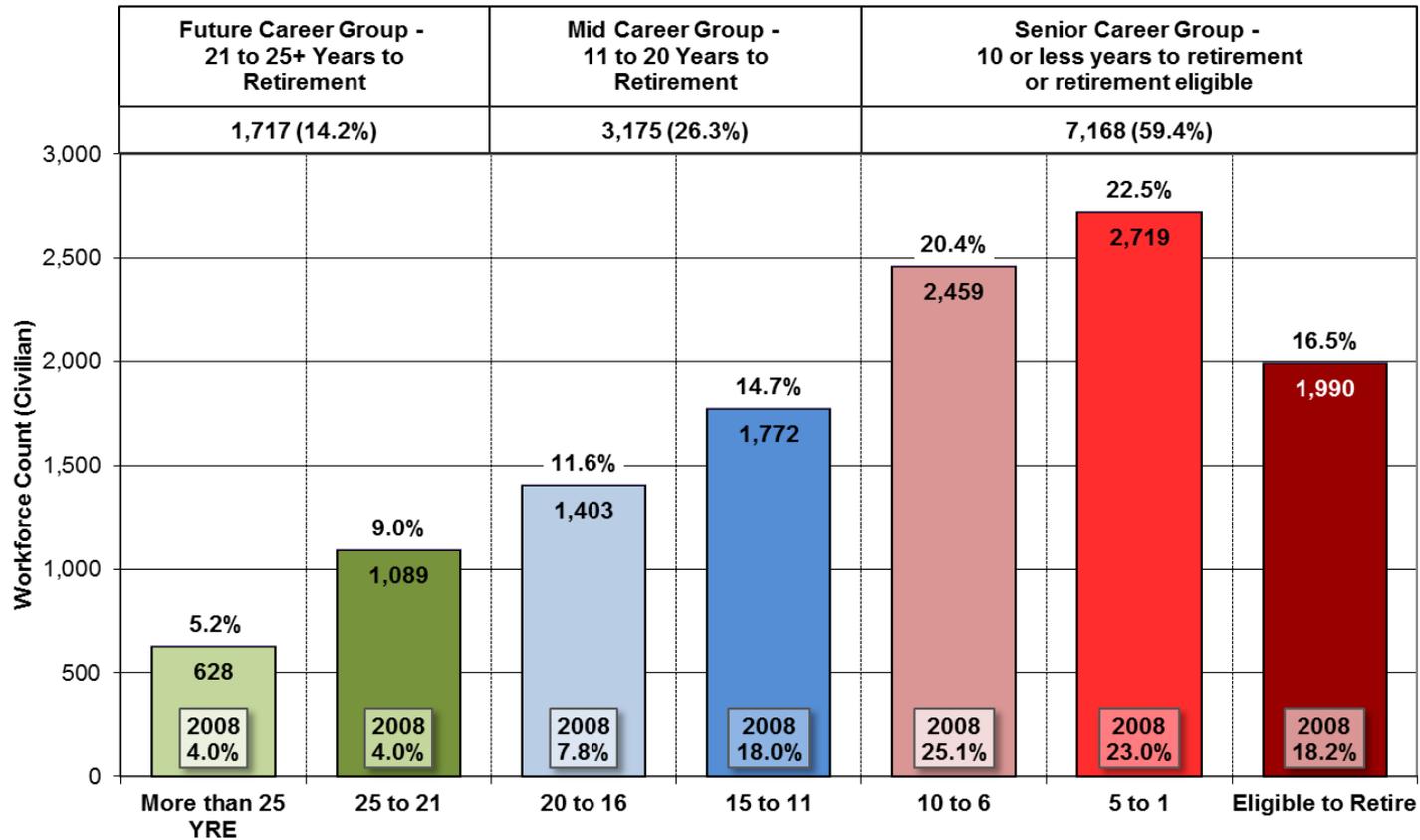
As of FY16Q1 (31 Dec 2015)



Program Management Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Program Management



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

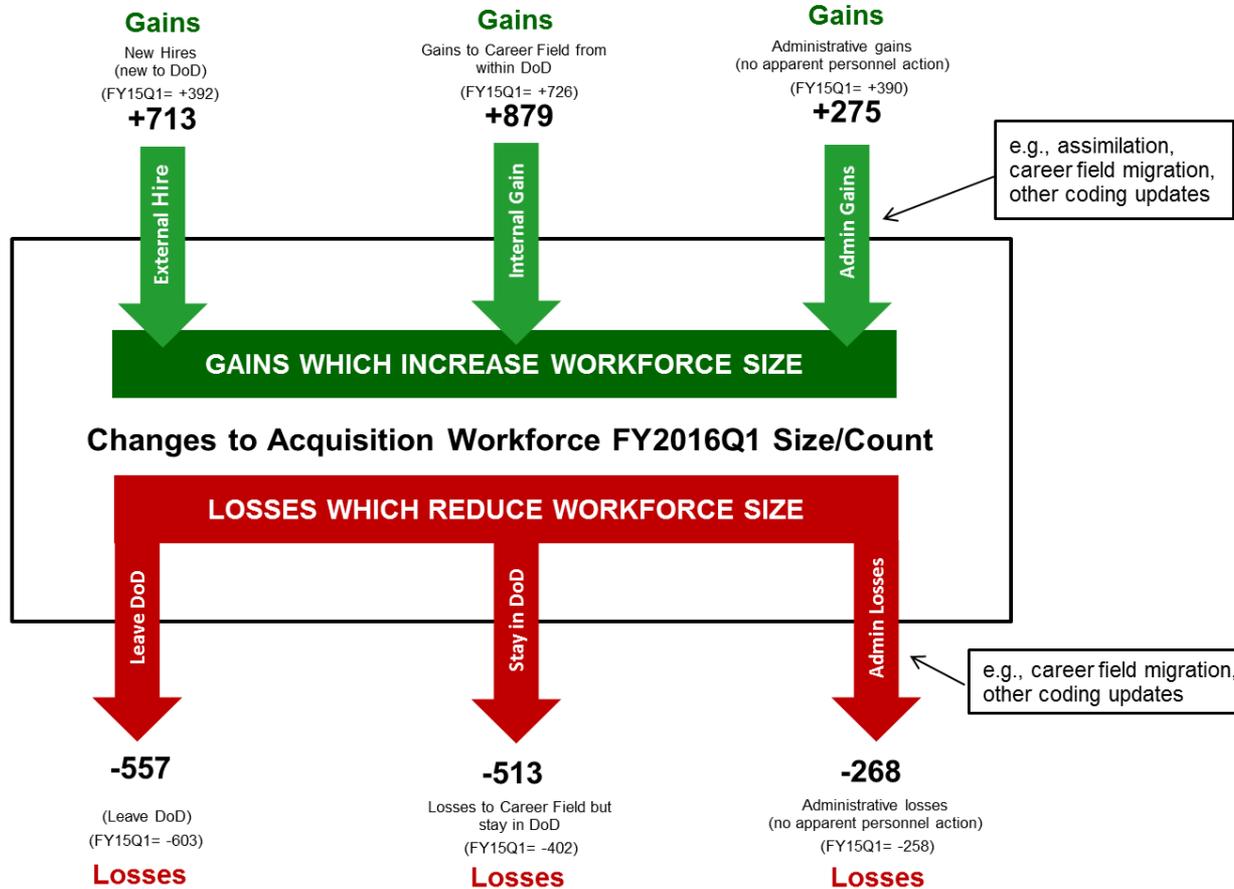
As of FY16Q1 (31 Dec 2015)



Program Management Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Program Management

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



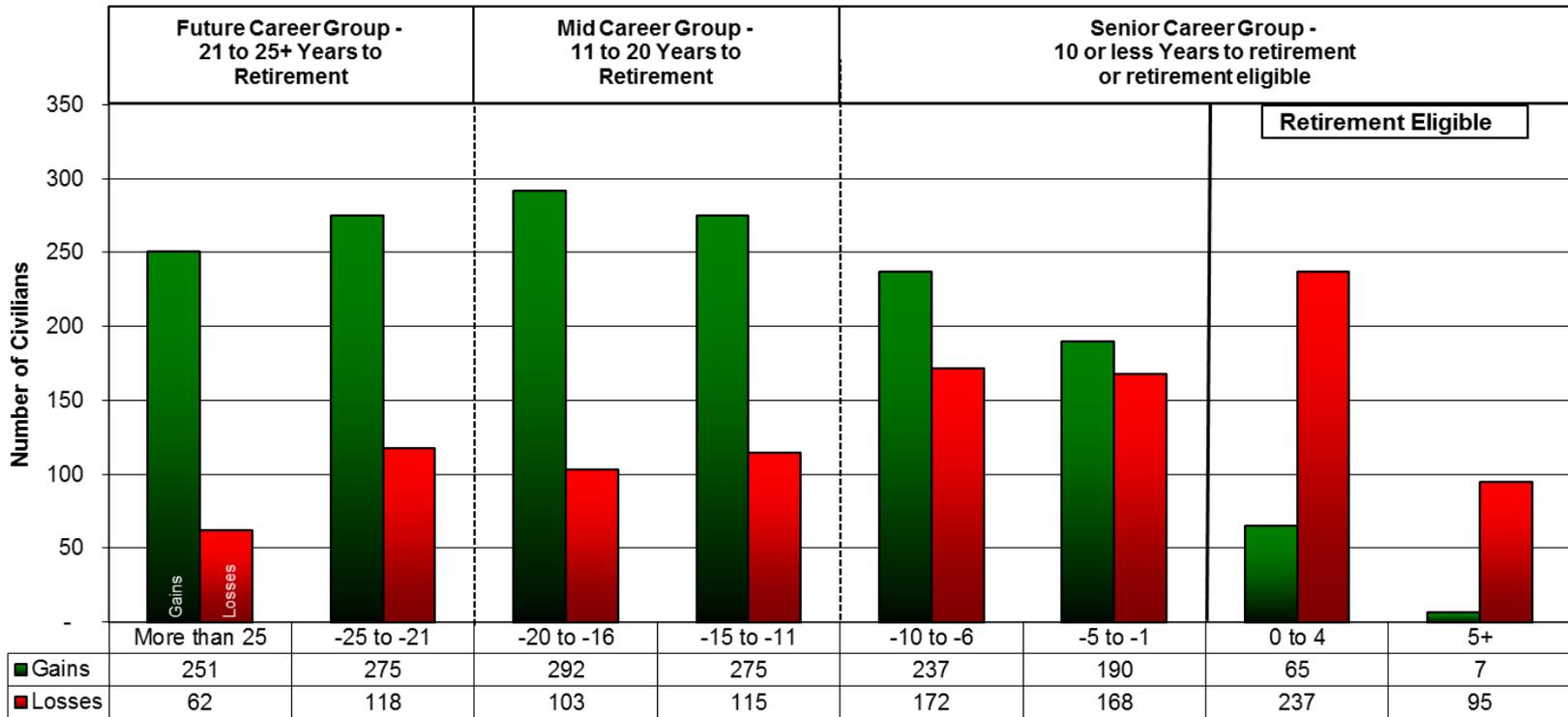


Program Management Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - PM

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

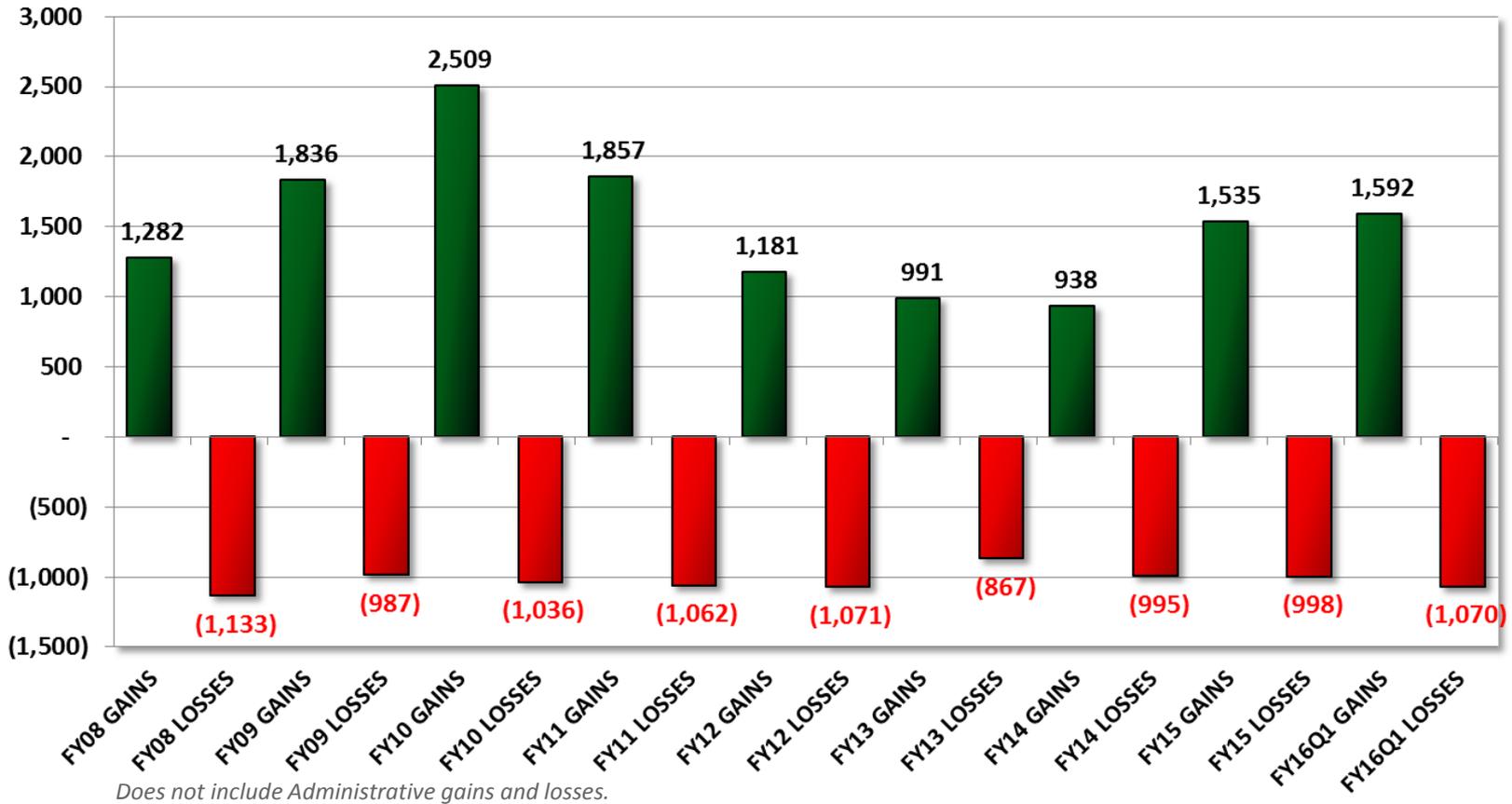
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)



Program Management Historical Gains and Losses FY08 – FY16Q1



As of FY16Q1 (31 Dec 2015)

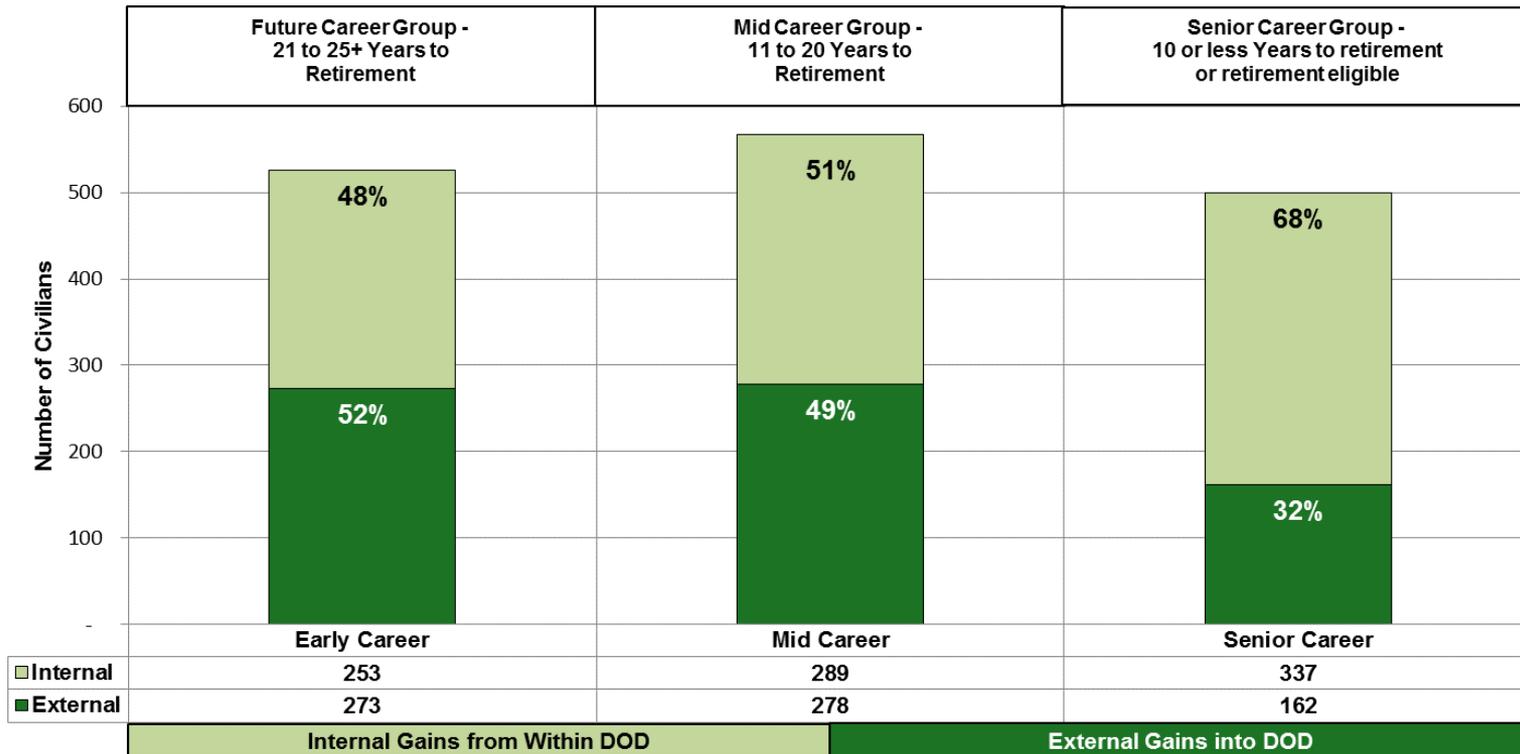


Program Management Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - PM

Workforce Lifecycle FY2016Q1 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains

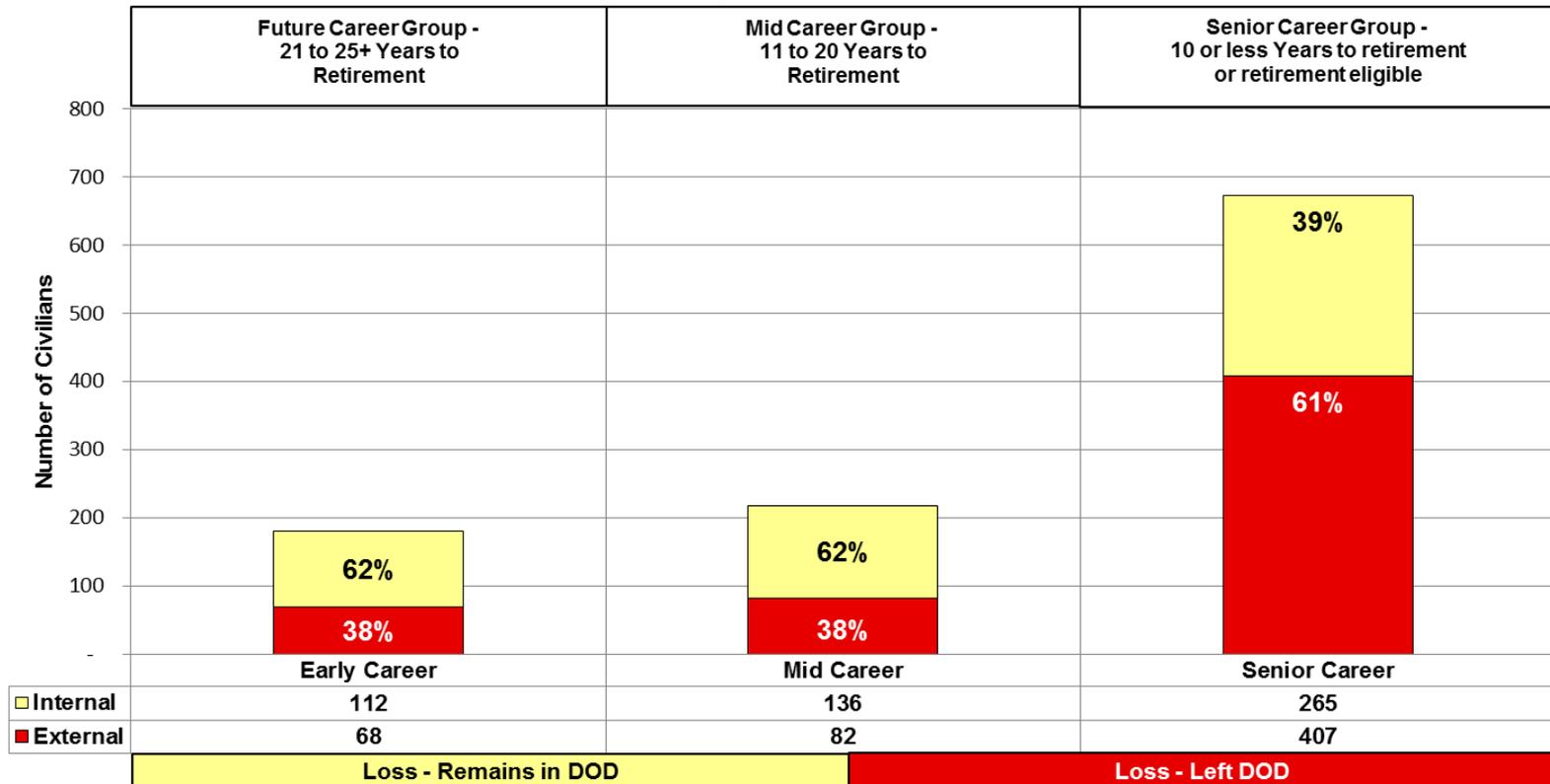


Program Management Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - PM

Workforce Lifecycle FY2016Q1 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

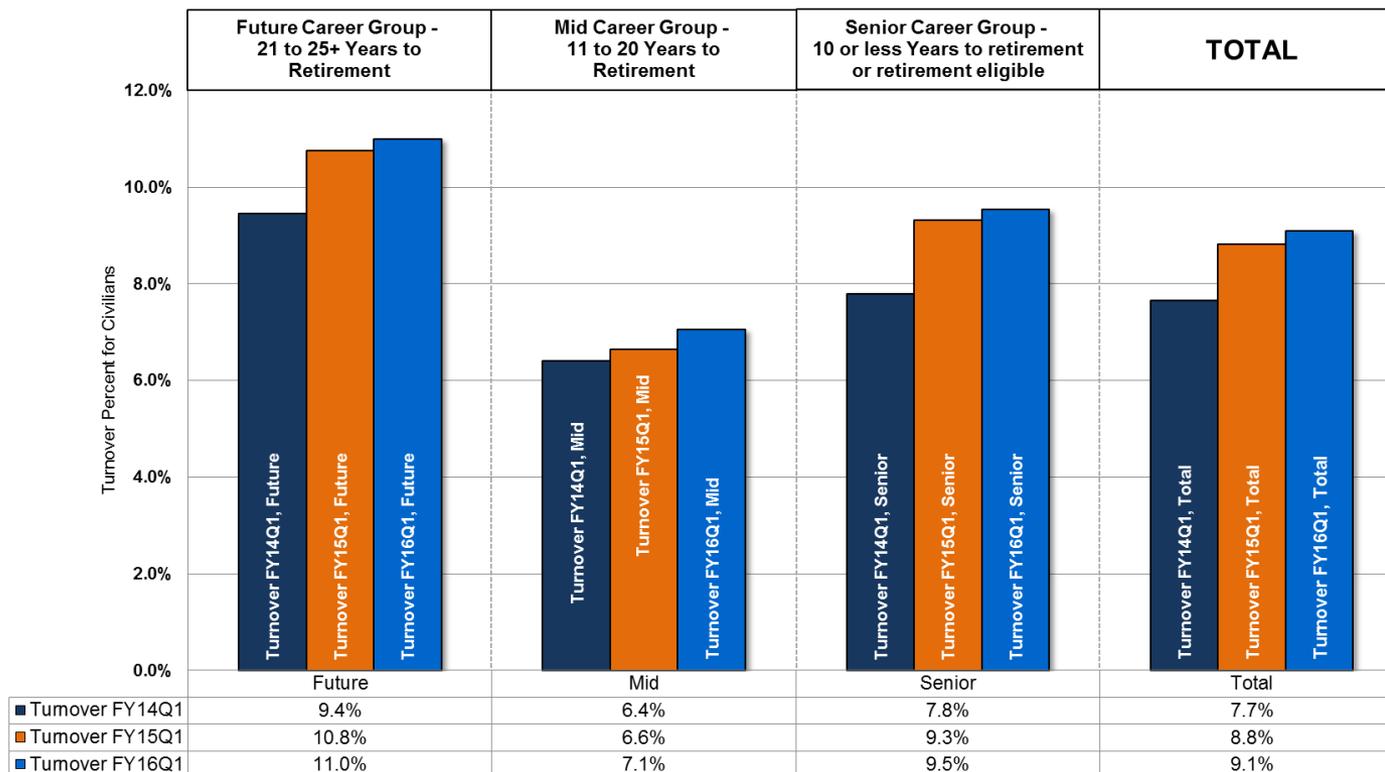
*Does not include administrative losses



Program Management Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - PM (Civilian) (FY14Q1, FY15Q1, FY16Q1)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

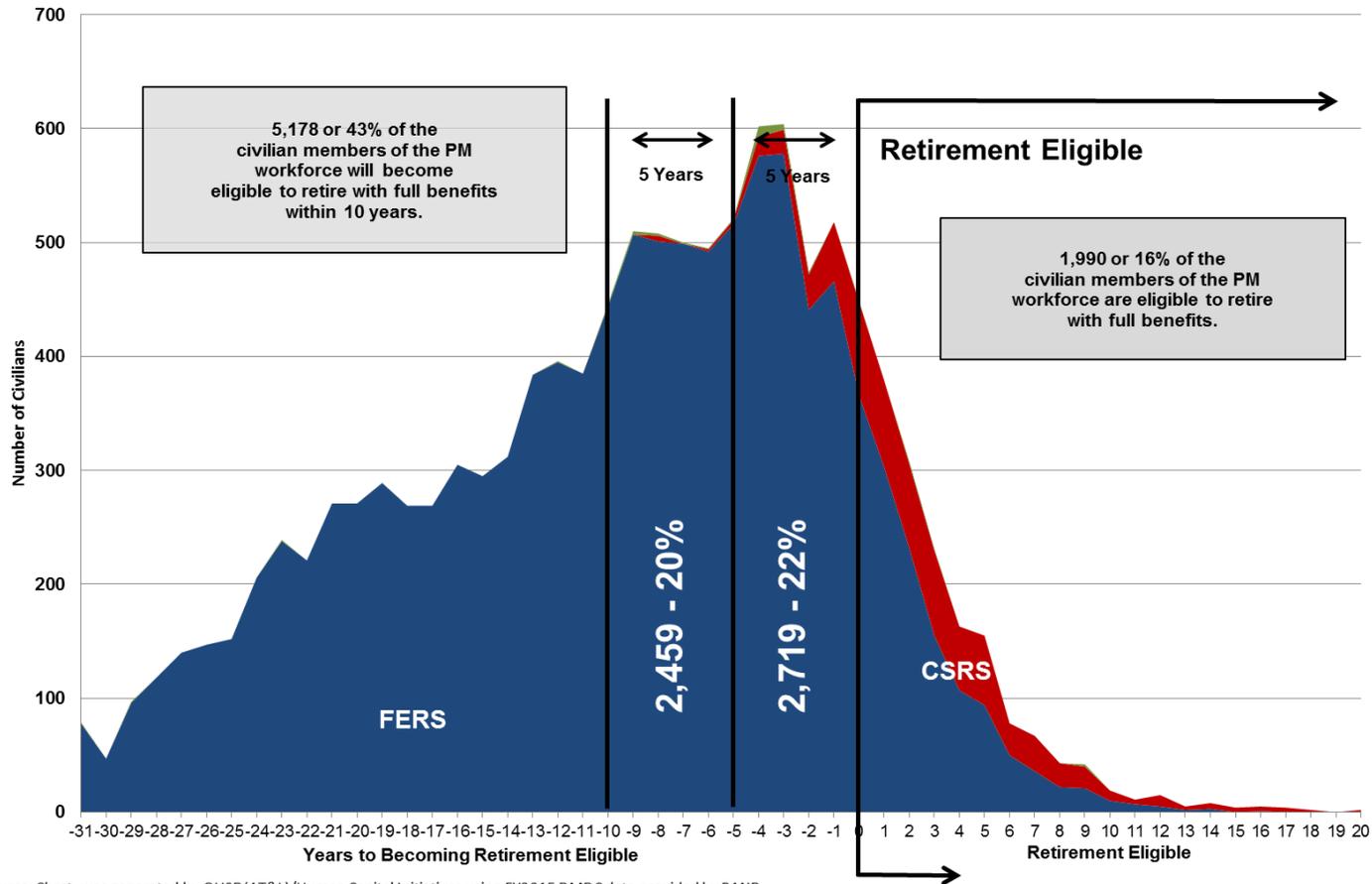


Program Management Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - PM

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q1)



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

As of FY16Q1 (31 Dec 2015)



END